

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR
SELECTED ENGINEERS
WORLDWIDE

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)										STEP INTERVAL
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
7	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1019
9	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
11	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
12	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807

EFFECTIVE DATE: FIRST DAY OF FIRST PAY PERIOD BEGINNING ON OR AFTER 01/01/2005 EMPLOYEES WHO WORK WITHIN A LOCATION WHERE AN INTERIM GEOGRAPHIC ADJUSTMENT HAD BEEN PAID AND WHO RECEIVE A LOCAL SPECIAL RATE FOR AN OCCUPATION COVERED BY THIS TABLE ARE ENTITLED TO THE HIGHER OF THE APPLICABLE LOCAL SPECIAL RATE OR THE CONTINUED RATE OF PAY APPLICABLE TO THIS TABLE.

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Atlanta, GA

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	243	452	661	870	1,079	1,288	1,498	1,707	1,916	2,125	
	Adjusted Salary	51,514	53,231	54,948	56,665	58,382	60,099	61,817	63,534	65,251	66,968	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	5,713	5,964	6,215	6,465	6,716	6,967	7,217	7,468	7,718	7,969	
	Adjusted Salary	61,741	63,799	65,857	67,914	69,972	72,030	74,087	76,145	78,202	80,260	

OCCUPATIONS

0801 GENERAL ENGINEER

0803 SAFETY ENGINEER

0804 FIRE PROTECTION ENGINEER

0806 MATERIALS ENGINEER

0807 LANDSCAPE ARCHITECT

0808 ARCHITECT

0810 CIVIL ENGINEER

0819 ENVIRONMENTAL ENGINEER

0830 MECHANICAL ENGINEER

0858 BIOMEDICAL ENGINEER

0861 AEROSPACE ENGINEER

0871 NAVAL ARCHITECT

0890 AGRICULTURAL ENGINEER

0892 CERAMIC ENGINEER

0893 CHEMICAL ENGINEER

0894 WELDING ENGINEER

0896 INDUSTRIAL ENGINEER

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Boston-Worcester-Lawrence, MA-NH-ME-CT

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	2,333	2,612	2,890	3,169	3,448	3,727	4,006	4,284	4,563	4,842	
	Adjusted Salary	53,604	55,391	57,177	58,964	60,751	62,538	64,325	66,111	67,898	69,685	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	8,218	8,553	8,887	9,221	9,555	9,889	10,223	10,557	10,891	11,225	
	Adjusted Salary	64,246	66,388	68,529	70,670	72,811	74,952	77,093	79,234	81,375	83,516	

OCCUPATIONS

0801 GENERAL ENGINEER

0803 SAFETY ENGINEER

0804 FIRE PROTECTION ENGINEER

0806 MATERIALS ENGINEER

0807 LANDSCAPE ARCHITECT

0808 ARCHITECT

0810 CIVIL ENGINEER

0819 ENVIRONMENTAL ENGINEER

0830 MECHANICAL ENGINEER

0858 BIOMEDICAL ENGINEER

0861 AEROSPACE ENGINEER

0871 NAVAL ARCHITECT

0890 AGRICULTURAL ENGINEER

0892 CERAMIC ENGINEER

0893 CHEMICAL ENGINEER

0894 WELDING ENGINEER

0896 INDUSTRIAL ENGINEER

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Chicago-Gary-Kenosha,IL-IN-WI

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	2,880	3,177	3,474	3,771	4,068	4,365	4,663	4,960	5,257	5,554	
	Adjusted Salary	54,151	55,956	57,761	59,566	61,371	63,176	64,982	66,787	68,592	70,397	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	8,875	9,231	9,586	9,942	10,298	10,654	11,010	11,366	11,722	12,078	
	Adjusted Salary	64,903	67,066	69,228	71,391	73,554	75,717	77,880	80,043	82,206	84,369	
OCCUPATIONS												
0801 GENERAL ENGINEER			0803 SAFETY ENGINEER			0804 FIRE PROTECTION ENGINEER			0806 MATERIALS ENGINEER			
0807 LANDSCAPE ARCHITECT			0808 ARCHITECT			0810 CIVIL ENGINEER			0819 ENVIRONMENTAL ENGINEER			
0830 MECHANICAL ENGINEER			0858 BIOMEDICAL ENGINEER			0861 AEROSPACE ENGINEER			0871 NAVAL ARCHITECT			
0890 AGRICULTURAL ENGINEER			0892 CERAMIC ENGINEER			0893 CHEMICAL ENGINEER			0894 WELDING ENGINEER			
0896 INDUSTRIAL ENGINEER												

**NUMBER 0414
FOR
SELECTED ENGINEERS
WORLDWIDE**

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	1,224	1,466	1,708	1,950	2,192	2,434	2,676	2,918	3,159	3,401	
	Adjusted Salary	52,495	54,245	55,995	57,745	59,495	61,245	62,995	64,745	66,494	68,244	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	6,890	7,180	7,470	7,760	8,049	8,339	8,629	8,919	9,209	9,499	
	Adjusted Salary	62,918	65,015	67,112	69,209	71,305	73,402	75,499	77,596	79,693	81,790	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Cleveland-Akron, OH

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	410	625	840	1,054	1,269	1,484	1,698	1,913	2,128	2,343	
	Adjusted Salary	51,681	53,404	55,127	56,849	58,572	60,295	62,017	63,740	65,463	67,186	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	5,914	6,171	6,429	6,686	6,943	7,201	7,458	7,715	7,973	8,230	
	Adjusted Salary	61,942	64,006	66,071	68,135	70,199	72,264	74,328	76,392	78,457	80,521	
OCCUPATIONS												
0801 GENERAL ENGINEER			0803 SAFETY ENGINEER			0804 FIRE PROTECTION ENGINEER			0806 MATERIALS ENGINEER			
0807 LANDSCAPE ARCHITECT			0808 ARCHITECT			0810 CIVIL ENGINEER			0819 ENVIRONMENTAL ENGINEER			
0830 MECHANICAL ENGINEER			0858 BIOMEDICAL ENGINEER			0861 AEROSPACE ENGINEER			0871 NAVAL ARCHITECT			
0890 AGRICULTURAL ENGINEER			0892 CERAMIC ENGINEER			0893 CHEMICAL ENGINEER			0894 WELDING ENGINEER			
0896 INDUSTRIAL ENGINEER												

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Columbus, OH

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	292	503	714	925	1,136	1,347	1,557	1,768	1,979	2,190	
	Adjusted Salary	51,563	53,282	55,001	56,720	58,439	60,158	61,876	63,595	65,314	67,033	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	5,773	6,026	6,278	6,531	6,784	7,036	7,289	7,541	7,794	8,047	
	Adjusted Salary	61,801	63,861	65,920	67,980	70,040	72,099	74,159	76,218	78,278	80,338	
OCCUPATIONS												
0801 GENERAL ENGINEER			0803 SAFETY ENGINEER			0804 FIRE PROTECTION ENGINEER			0806 MATERIALS ENGINEER			
0807 LANDSCAPE ARCHITECT			0808 ARCHITECT			0810 CIVIL ENGINEER			0819 ENVIRONMENTAL ENGINEER			
0830 MECHANICAL ENGINEER			0858 BIOMEDICAL ENGINEER			0861 AEROSPACE ENGINEER			0871 NAVAL ARCHITECT			
0890 AGRICULTURAL ENGINEER			0892 CERAMIC ENGINEER			0893 CHEMICAL ENGINEER			0894 WELDING ENGINEER			
0896 INDUSTRIAL ENGINEER												

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Dallas-Fort-Worth, TX

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	786	1,013	1,240	1,467	1,695	1,922	2,149	2,376	2,604	2,831	
	Adjusted Salary	52,057	53,792	55,527	57,262	58,998	60,733	62,468	64,203	65,939	67,674	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	6,364	6,636	6,909	7,181	7,453	7,726	7,998	8,270	8,543	8,815	
	Adjusted Salary	62,392	64,471	66,551	68,630	70,709	72,789	74,868	76,947	79,027	81,106	
OCCUPATIONS												
0801 GENERAL ENGINEER			0803 SAFETY ENGINEER			0804 FIRE PROTECTION ENGINEER			0806 MATERIALS ENGINEER			
0807 LANDSCAPE ARCHITECT			0808 ARCHITECT			0810 CIVIL ENGINEER			0819 ENVIRONMENTAL ENGINEER			
0830 MECHANICAL ENGINEER			0858 BIOMEDICAL ENGINEER			0861 AEROSPACE ENGINEER			0871 NAVAL ARCHITECT			
0890 AGRICULTURAL ENGINEER			0892 CERAMIC ENGINEER			0893 CHEMICAL ENGINEER			0894 WELDING ENGINEER			
0896 INDUSTRIAL ENGINEER												

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Dayton-Springfield, OH

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	0	0	174	368	561	755	949	1,143	1,337	1,531	
	Adjusted Salary	51,271	52,779	54,461	56,163	57,864	59,566	61,268	62,970	64,672	66,374	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	5,166	5,398	5,631	5,863	6,095	6,328	6,560	6,792	7,025	7,257	
	Adjusted Salary	61,194	63,233	65,273	67,312	69,351	71,391	73,430	75,469	77,509	79,548	
OCCUPATIONS												
0801 GENERAL ENGINEER			0803 SAFETY ENGINEER			0804 FIRE PROTECTION ENGINEER			0806 MATERIALS ENGINEER			
0807 LANDSCAPE ARCHITECT			0808 ARCHITECT			0810 CIVIL ENGINEER			0819 ENVIRONMENTAL ENGINEER			
0830 MECHANICAL ENGINEER			0858 BIOMEDICAL ENGINEER			0861 AEROSPACE ENGINEER			0871 NAVAL ARCHITECT			
0890 AGRICULTURAL ENGINEER			0892 CERAMIC ENGINEER			0893 CHEMICAL ENGINEER			0894 WELDING ENGINEER			
0896 INDUSTRIAL ENGINEER												

**NUMBER 0414
FOR
SELECTED ENGINEERS
WORLDWIDE**

Locality Pay Area of Denver-Boulder-Greeley, CO

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	2,138	2,411	2,683	2,955	3,228	3,500	3,772	4,045	4,317	4,589	
	Adjusted Salary	53,409	55,190	56,970	58,750	60,531	62,311	64,091	65,872	67,652	69,432	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	7,985	8,312	8,638	8,964	9,291	9,617	9,943	10,270	10,596	10,922	
	Adjusted Salary	64,013	66,147	68,280	70,413	72,547	74,680	76,813	78,947	81,080	83,213	
OCCUPATIONS												
0801 GENERAL ENGINEER			0803 SAFETY ENGINEER			0804 FIRE PROTECTION ENGINEER			0806 MATERIALS ENGINEER			
0807 LANDSCAPE ARCHITECT			0808 ARCHITECT			0810 CIVIL ENGINEER			0819 ENVIRONMENTAL ENGINEER			
0830 MECHANICAL ENGINEER			0858 BIOMEDICAL ENGINEER			0861 AEROSPACE ENGINEER			0871 NAVAL ARCHITECT			
0890 AGRICULTURAL ENGINEER			0892 CERAMIC ENGINEER			0893 CHEMICAL ENGINEER			0894 WELDING ENGINEER			
0896 INDUSTRIAL ENGINEER												

**NUMBER 0414
FOR
SELECTED ENGINEERS
WORLDWIDE**

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	2,867	3,163	3,460	3,756	4,053	4,350	4,646	4,943	5,240	5,536	
	Adjusted Salary	54,138	55,942	57,747	59,551	61,356	63,161	64,965	66,770	68,575	70,379	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	8,858	9,214	9,569	9,925	10,280	10,635	10,991	11,346	11,702	12,057	
	Adjusted Salary	64,886	67,049	69,211	71,374	73,536	75,698	77,861	80,023	82,186	84,348	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Hartford, CT (Includes all of New London County, CT)

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	2,799	3,093	3,387	3,682	3,976	4,270	4,565	4,859	5,154	5,448	
	Adjusted Salary	54,070	55,872	57,674	59,477	61,279	63,081	64,884	66,686	68,489	70,291	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	8,777	9,130	9,482	9,835	10,188	10,541	10,893	11,246	11,599	11,951	
	Adjusted Salary	64,805	66,965	69,124	71,284	73,444	75,604	77,763	79,923	82,083	84,242	

OCCUPATIONS

0801 GENERAL ENGINEER

0803 SAFETY ENGINEER

0804 FIRE PROTECTION ENGINEER

0806 MATERIALS ENGINEER

0807 LANDSCAPE ARCHITECT

0808 ARCHITECT

0810 CIVIL ENGINEER

0819 ENVIRONMENTAL ENGINEER

0830 MECHANICAL ENGINEER

0858 BIOMEDICAL ENGINEER

0861 AEROSPACE ENGINEER

0871 NAVAL ARCHITECT

0890 AGRICULTURAL ENGINEER

0892 CERAMIC ENGINEER

0893 CHEMICAL ENGINEER

0894 WELDING ENGINEER

0896 INDUSTRIAL ENGINEER

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Houston-Galveston-Brazoria, TX

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	132	336	540	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,977	39,004	40,031	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	167	420	672	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	47,038	48,310	49,581	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	208	517	825	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,534	59,089	60,643	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	5,174	5,547	5,921	6,294	6,668	7,041	7,415	7,788	8,162	8,535	
	Adjusted Salary	56,445	58,326	60,208	62,089	63,971	65,852	67,734	69,615	71,497	73,378	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	11,624	12,071	12,519	12,966	13,414	13,862	14,309	14,757	15,204	15,652	
	Adjusted Salary	67,652	69,906	72,161	74,415	76,670	78,925	81,179	83,434	85,688	87,943	

OCCUPATIONS

0801 GENERAL ENGINEER

0803 SAFETY ENGINEER

0804 FIRE PROTECTION ENGINEER

0806 MATERIALS ENGINEER

0807 LANDSCAPE ARCHITECT

0808 ARCHITECT

0810 CIVIL ENGINEER

0819 ENVIRONMENTAL ENGINEER

0830 MECHANICAL ENGINEER

0858 BIOMEDICAL ENGINEER

0861 AEROSPACE ENGINEER

0871 NAVAL ARCHITECT

0890 AGRICULTURAL ENGINEER

0892 CERAMIC ENGINEER

0893 CHEMICAL ENGINEER

0894 WELDING ENGINEER

0896 INDUSTRIAL ENGINEER

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Huntsville, AL

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	0	0	0	149	336	523	710	898	1,085	1,272	
	Adjusted Salary	51,271	52,779	54,287	55,944	57,639	59,334	61,029	62,725	64,420	66,115	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	4,927	5,152	5,376	5,601	5,825	6,049	6,274	6,498	6,723	6,947	
	Adjusted Salary	60,955	62,987	65,018	67,050	69,081	71,112	73,144	75,175	77,207	79,238	
OCCUPATIONS												
0801 GENERAL ENGINEER			0803 SAFETY ENGINEER			0804 FIRE PROTECTION ENGINEER			0806 MATERIALS ENGINEER			
0807 LANDSCAPE ARCHITECT			0808 ARCHITECT			0810 CIVIL ENGINEER			0819 ENVIRONMENTAL ENGINEER			
0830 MECHANICAL ENGINEER			0858 BIOMEDICAL ENGINEER			0861 AEROSPACE ENGINEER			0871 NAVAL ARCHITECT			
0890 AGRICULTURAL ENGINEER			0892 CERAMIC ENGINEER			0893 CHEMICAL ENGINEER			0894 WELDING ENGINEER			
0896 INDUSTRIAL ENGINEER												

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Indianapolis, IN

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	0	0	0	0	126	307	488	669	850	1,031	
	Adjusted Salary	51,271	52,779	54,287	55,795	57,429	59,118	60,807	62,496	64,185	65,874	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	4,705	4,922	5,139	5,356	5,573	5,790	6,007	6,224	6,441	6,658	
	Adjusted Salary	60,733	62,757	64,781	66,805	68,829	70,853	72,877	74,901	76,925	78,949	
OCCUPATIONS												
0801 GENERAL ENGINEER			0803 SAFETY ENGINEER			0804 FIRE PROTECTION ENGINEER			0806 MATERIALS ENGINEER			
0807 LANDSCAPE ARCHITECT			0808 ARCHITECT			0810 CIVIL ENGINEER			0819 ENVIRONMENTAL ENGINEER			
0830 MECHANICAL ENGINEER			0858 BIOMEDICAL ENGINEER			0861 AEROSPACE ENGINEER			0871 NAVAL ARCHITECT			
0890 AGRICULTURAL ENGINEER			0892 CERAMIC ENGINEER			0893 CHEMICAL ENGINEER			0894 WELDING ENGINEER			
0896 INDUSTRIAL ENGINEER												

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Kansas City, MO-KS

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	0	0	0	119	305	491	678	864	1,051	1,237	
	Adjusted Salary	51,271	52,779	54,287	55,914	57,608	59,302	60,997	62,691	64,386	66,080	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	4,895	5,118	5,341	5,565	5,788	6,011	6,235	6,458	6,681	6,905	
	Adjusted Salary	60,923	62,953	64,983	67,014	69,044	71,074	73,105	75,135	77,165	79,196	
OCCUPATIONS												
0801 GENERAL ENGINEER			0803 SAFETY ENGINEER			0804 FIRE PROTECTION ENGINEER			0806 MATERIALS ENGINEER			
0807 LANDSCAPE ARCHITECT			0808 ARCHITECT			0810 CIVIL ENGINEER			0819 ENVIRONMENTAL ENGINEER			
0830 MECHANICAL ENGINEER			0858 BIOMEDICAL ENGINEER			0861 AEROSPACE ENGINEER			0871 NAVAL ARCHITECT			
0890 AGRICULTURAL ENGINEER			0892 CERAMIC ENGINEER			0893 CHEMICAL ENGINEER			0894 WELDING ENGINEER			
0896 INDUSTRIAL ENGINEER												

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Los Angeles-Riverside-Orange County, CA (Including Santa Barbara County and all of Edwards Air Force Base)

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	3,762	4,089	4,415	4,742	5,068	5,395	5,721	6,048	6,374	6,701	
	Adjusted Salary	55,033	56,868	58,702	60,537	62,371	64,206	66,040	67,875	69,709	71,544	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	9,932	10,323	10,714	11,105	11,497	11,888	12,279	12,670	13,062	13,453	
	Adjusted Salary	65,960	68,158	70,356	72,554	74,753	76,951	79,149	81,347	83,546	85,744	

OCCUPATIONS

0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

**NUMBER 0414
FOR
SELECTED ENGINEERS
WORLDWIDE**

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	1,555	1,807	2,060	2,313	2,566	2,819	3,072	3,325	3,578	3,831	
	Adjusted Salary	52,826	54,586	56,347	58,108	59,869	61,630	63,391	65,152	66,913	68,674	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	7,286	7,589	7,892	8,195	8,498	8,801	9,104	9,407	9,710	10,013	
	Adjusted Salary	63,314	65,424	67,534	69,644	71,754	73,864	75,974	78,084	80,194	82,304	
OCCUPATIONS												
0801 GENERAL ENGINEER			0803 SAFETY ENGINEER			0804 FIRE PROTECTION ENGINEER			0806 MATERIALS ENGINEER			
0807 LANDSCAPE ARCHITECT			0808 ARCHITECT			0810 CIVIL ENGINEER			0819 ENVIRONMENTAL ENGINEER			
0830 MECHANICAL ENGINEER			0858 BIOMEDICAL ENGINEER			0861 AEROSPACE ENGINEER			0871 NAVAL ARCHITECT			
0890 AGRICULTURAL ENGINEER			0892 CERAMIC ENGINEER			0893 CHEMICAL ENGINEER			0894 WELDING ENGINEER			
0896 INDUSTRIAL ENGINEER												

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Milwaukee-Racine, WI

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	130	335	540	746	951	1,156	1,362	1,567	1,773	1,978	
	Adjusted Salary	51,401	53,114	54,827	56,541	58,254	59,967	61,681	63,394	65,108	66,821	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	5,578	5,824	6,070	6,316	6,562	6,808	7,055	7,301	7,547	7,793	
	Adjusted Salary	61,606	63,659	65,712	67,765	69,818	71,871	73,925	75,978	78,031	80,084	
OCCUPATIONS												
0801 GENERAL ENGINEER			0803 SAFETY ENGINEER			0804 FIRE PROTECTION ENGINEER			0806 MATERIALS ENGINEER			
0807 LANDSCAPE ARCHITECT			0808 ARCHITECT			0810 CIVIL ENGINEER			0819 ENVIRONMENTAL ENGINEER			
0830 MECHANICAL ENGINEER			0858 BIOMEDICAL ENGINEER			0861 AEROSPACE ENGINEER			0871 NAVAL ARCHITECT			
0890 AGRICULTURAL ENGINEER			0892 CERAMIC ENGINEER			0893 CHEMICAL ENGINEER			0894 WELDING ENGINEER			
0896 INDUSTRIAL ENGINEER												

**NUMBER 0414
FOR
SELECTED ENGINEERS
WORLDWIDE**

Locality Pay Area of Minneapolis-St. Paul, MN-WI

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	1,202	1,443	1,684	1,925	2,166	2,407	2,648	2,890	3,131	3,372	
	Adjusted Salary	52,473	54,222	55,971	57,720	59,469	61,218	62,967	64,717	66,466	68,215	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	6,863	7,152	7,441	7,730	8,019	8,308	8,597	8,886	9,174	9,463	
	Adjusted Salary	62,891	64,987	67,083	69,179	71,275	73,371	75,467	77,563	79,658	81,754	
OCCUPATIONS												
0801 GENERAL ENGINEER			0803 SAFETY ENGINEER			0804 FIRE PROTECTION ENGINEER			0806 MATERIALS ENGINEER			
0807 LANDSCAPE ARCHITECT			0808 ARCHITECT			0810 CIVIL ENGINEER			0819 ENVIRONMENTAL ENGINEER			
0830 MECHANICAL ENGINEER			0858 BIOMEDICAL ENGINEER			0861 AEROSPACE ENGINEER			0871 NAVAL ARCHITECT			
0890 AGRICULTURAL ENGINEER			0892 CERAMIC ENGINEER			0893 CHEMICAL ENGINEER			0894 WELDING ENGINEER			
0896 INDUSTRIAL ENGINEER												

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of New York-Northern New Jersey-Long Island, NY-NJ-CT-PA

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	3,464	3,780	4,097	4,413	4,730	5,046	5,363	5,679	5,996	6,312	
	Adjusted Salary	54,735	56,559	58,384	60,208	62,033	63,857	65,682	67,506	69,331	71,155	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	9,574	9,953	10,333	10,712	11,091	11,470	11,850	12,229	12,608	12,988	
	Adjusted Salary	65,602	67,788	69,975	72,161	74,347	76,533	78,720	80,906	83,092	85,279	

OCCUPATIONS

0801 GENERAL ENGINEER

0803 SAFETY ENGINEER

0804 FIRE PROTECTION ENGINEER

0806 MATERIALS ENGINEER

0807 LANDSCAPE ARCHITECT

0808 ARCHITECT

0810 CIVIL ENGINEER

0819 ENVIRONMENTAL ENGINEER

0830 MECHANICAL ENGINEER

0858 BIOMEDICAL ENGINEER

0861 AEROSPACE ENGINEER

0871 NAVAL ARCHITECT

0890 AGRICULTURAL ENGINEER

0892 CERAMIC ENGINEER

0893 CHEMICAL ENGINEER

0894 WELDING ENGINEER

0896 INDUSTRIAL ENGINEER

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Orlando, FL

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	0	0	0	0	0	170	347	524	701	878	
	Adjusted Salary	51,271	52,779	54,287	55,795	57,303	58,981	60,666	62,351	64,036	65,721	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	4,564	4,776	4,989	5,201	5,413	5,626	5,838	6,050	6,263	6,475	
	Adjusted Salary	60,592	62,611	64,631	66,650	68,669	70,689	72,708	74,727	76,747	78,766	

OCCUPATIONS

0801 GENERAL ENGINEER

0803 SAFETY ENGINEER

0804 FIRE PROTECTION ENGINEER

0806 MATERIALS ENGINEER

0807 LANDSCAPE ARCHITECT

0808 ARCHITECT

0810 CIVIL ENGINEER

0819 ENVIRONMENTAL ENGINEER

0830 MECHANICAL ENGINEER

0858 BIOMEDICAL ENGINEER

0861 AEROSPACE ENGINEER

0871 NAVAL ARCHITECT

0890 AGRICULTURAL ENGINEER

0892 CERAMIC ENGINEER

0893 CHEMICAL ENGINEER

0894 WELDING ENGINEER

0896 INDUSTRIAL ENGINEER

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Philadelphia-Wilmington-Atlantic City, PA-NJ-DE-MD

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	1,509	1,761	2,012	2,263	2,515	2,766	3,018	3,269	3,520	3,772	
	Adjusted Salary	52,780	54,540	56,299	58,058	59,818	61,577	63,337	65,096	66,855	68,615	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	7,232	7,533	7,834	8,135	8,437	8,738	9,039	9,340	9,641	9,943	
	Adjusted Salary	63,260	65,368	67,476	69,584	71,693	73,801	75,909	78,017	80,125	82,234	
OCCUPATIONS												
0801 GENERAL ENGINEER			0803 SAFETY ENGINEER			0804 FIRE PROTECTION ENGINEER			0806 MATERIALS ENGINEER			
0807 LANDSCAPE ARCHITECT			0808 ARCHITECT			0810 CIVIL ENGINEER			0819 ENVIRONMENTAL ENGINEER			
0830 MECHANICAL ENGINEER			0858 BIOMEDICAL ENGINEER			0861 AEROSPACE ENGINEER			0871 NAVAL ARCHITECT			
0890 AGRICULTURAL ENGINEER			0892 CERAMIC ENGINEER			0893 CHEMICAL ENGINEER			0894 WELDING ENGINEER			
0896 INDUSTRIAL ENGINEER												

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Pittsburgh, PA

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	0	0	174	368	561	755	949	1,143	1,337	1,531	
	Adjusted Salary	51,271	52,779	54,461	56,163	57,864	59,566	61,268	62,970	64,672	66,374	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	5,166	5,398	5,631	5,863	6,095	6,328	6,560	6,792	7,025	7,257	
	Adjusted Salary	61,194	63,233	65,273	67,312	69,351	71,391	73,430	75,469	77,509	79,548	
OCCUPATIONS												
0801 GENERAL ENGINEER			0803 SAFETY ENGINEER			0804 FIRE PROTECTION ENGINEER			0806 MATERIALS ENGINEER			
0807 LANDSCAPE ARCHITECT			0808 ARCHITECT			0810 CIVIL ENGINEER			0819 ENVIRONMENTAL ENGINEER			
0830 MECHANICAL ENGINEER			0858 BIOMEDICAL ENGINEER			0861 AEROSPACE ENGINEER			0871 NAVAL ARCHITECT			
0890 AGRICULTURAL ENGINEER			0892 CERAMIC ENGINEER			0893 CHEMICAL ENGINEER			0894 WELDING ENGINEER			
0896 INDUSTRIAL ENGINEER												

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Portland-Salem, OR-WA

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	1,175	1,415	1,655	1,895	2,135	2,376	2,616	2,856	3,096	3,337	
	Adjusted Salary	52,446	54,194	55,942	57,690	59,438	61,187	62,935	64,683	66,431	68,180	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	6,830	7,118	7,406	7,694	7,982	8,270	8,558	8,845	9,133	9,421	
	Adjusted Salary	62,858	64,953	67,048	69,143	71,238	73,333	75,428	77,522	79,617	81,712	

OCCUPATIONS

0801 GENERAL ENGINEER

0803 SAFETY ENGINEER

0804 FIRE PROTECTION ENGINEER

0806 MATERIALS ENGINEER

0807 LANDSCAPE ARCHITECT

0808 ARCHITECT

0810 CIVIL ENGINEER

0819 ENVIRONMENTAL ENGINEER

0830 MECHANICAL ENGINEER

0858 BIOMEDICAL ENGINEER

0861 AEROSPACE ENGINEER

0871 NAVAL ARCHITECT

0890 AGRICULTURAL ENGINEER

0892 CERAMIC ENGINEER

0893 CHEMICAL ENGINEER

0894 WELDING ENGINEER

0896 INDUSTRIAL ENGINEER

**NUMBER 0414
FOR
SELECTED ENGINEERS
WORLDWIDE**

Annual Rates for Steps (in dollars)

OCCUPATIONS			
0801 GENERAL ENGINEER	0803 SAFETY ENGINEER	0804 FIRE PROTECTION ENGINEER	0806 MATERIALS ENGINEER
0807 LANDSCAPE ARCHITECT	0808 ARCHITECT	0810 CIVIL ENGINEER	0819 ENVIRONMENTAL ENGINEER
0830 MECHANICAL ENGINEER	0858 BIOMEDICAL ENGINEER	0861 AEROSPACE ENGINEER	0871 NAVAL ARCHITECT
0890 AGRICULTURAL ENGINEER	0892 CERAMIC ENGINEER	0893 CHEMICAL ENGINEER	0894 WELDING ENGINEER
0896 INDUSTRIAL ENGINEER			

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Sacramento-Yolo, CA

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	1,437	1,686	1,935	2,184	2,433	2,682	2,931	3,180	3,429	3,678	
	Adjusted Salary	52,708	54,465	56,222	57,979	59,736	61,493	63,250	65,007	66,764	68,521	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	7,145	7,443	7,742	8,040	8,338	8,637	8,935	9,233	9,532	9,830	
	Adjusted Salary	63,173	65,278	67,384	69,489	71,594	73,700	75,805	77,910	80,016	82,121	
OCCUPATIONS												
0801 GENERAL ENGINEER			0803 SAFETY ENGINEER			0804 FIRE PROTECTION ENGINEER			0806 MATERIALS ENGINEER			
0807 LANDSCAPE ARCHITECT			0808 ARCHITECT			0810 CIVIL ENGINEER			0819 ENVIRONMENTAL ENGINEER			
0830 MECHANICAL ENGINEER			0858 BIOMEDICAL ENGINEER			0861 AEROSPACE ENGINEER			0871 NAVAL ARCHITECT			
0890 AGRICULTURAL ENGINEER			0892 CERAMIC ENGINEER			0893 CHEMICAL ENGINEER			0894 WELDING ENGINEER			
0896 INDUSTRIAL ENGINEER												

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of St. Louis, MO-IL

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	0	0	0	0	167	349	531	714	896	1,078	
	Adjusted Salary	51,271	52,779	54,287	55,795	57,470	59,160	60,850	62,541	64,231	65,921	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	4,748	4,967	5,185	5,404	5,622	5,841	6,059	6,278	6,496	6,715	
	Adjusted Salary	60,776	62,802	64,827	66,853	68,878	70,904	72,929	74,955	76,980	79,006	
OCCUPATIONS												
0801 GENERAL ENGINEER			0803 SAFETY ENGINEER			0804 FIRE PROTECTION ENGINEER			0806 MATERIALS ENGINEER			
0807 LANDSCAPE ARCHITECT			0808 ARCHITECT			0810 CIVIL ENGINEER			0819 ENVIRONMENTAL ENGINEER			
0830 MECHANICAL ENGINEER			0858 BIOMEDICAL ENGINEER			0861 AEROSPACE ENGINEER			0871 NAVAL ARCHITECT			
0890 AGRICULTURAL ENGINEER			0892 CERAMIC ENGINEER			0893 CHEMICAL ENGINEER			0894 WELDING ENGINEER			
0896 INDUSTRIAL ENGINEER												

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of San Diego, CA

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	1,966	2,233	2,499	2,766	3,033	3,299	3,566	3,833	4,099	4,366	
	Adjusted Salary	53,237	55,012	56,786	58,561	60,336	62,110	63,885	65,660	67,434	69,209	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	7,779	8,099	8,418	8,738	9,057	9,377	9,696	10,016	10,335	10,655	
	Adjusted Salary	63,807	65,934	68,060	70,187	72,313	74,440	76,566	78,693	80,819	82,946	
OCCUPATIONS												
0801 GENERAL ENGINEER			0803 SAFETY ENGINEER			0804 FIRE PROTECTION ENGINEER			0806 MATERIALS ENGINEER			
0807 LANDSCAPE ARCHITECT			0808 ARCHITECT			0810 CIVIL ENGINEER			0819 ENVIRONMENTAL ENGINEER			
0830 MECHANICAL ENGINEER			0858 BIOMEDICAL ENGINEER			0861 AEROSPACE ENGINEER			0871 NAVAL ARCHITECT			
0890 AGRICULTURAL ENGINEER			0892 CERAMIC ENGINEER			0893 CHEMICAL ENGINEER			0894 WELDING ENGINEER			
0896 INDUSTRIAL ENGINEER												

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of San Francisco-Oakland-San Jose, CA

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	191	408	626	843	1,060	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,390	37,430	38,471	39,511	40,551	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	240	509	778	1,047	1,316	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	45,073	46,361	47,649	48,937	50,225	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	297	626	955	1,284	1,613	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	55,131	56,706	58,281	59,856	61,431	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	5,907	6,305	6,702	7,100	7,498	7,896	8,294	8,692	9,090	9,488	
	Adjusted Salary	57,178	59,084	60,989	62,895	64,801	66,707	68,613	70,519	72,425	74,331	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	12,502	12,979	13,456	13,933	14,409	14,886	15,363	15,840	16,317	16,794	
	Adjusted Salary	68,530	70,814	73,098	75,382	77,665	79,949	82,233	84,517	86,801	89,085	
OCCUPATIONS												
0801 GENERAL ENGINEER			0803 SAFETY ENGINEER			0804 FIRE PROTECTION ENGINEER			0806 MATERIALS ENGINEER			
0807 LANDSCAPE ARCHITECT			0808 ARCHITECT			0810 CIVIL ENGINEER			0819 ENVIRONMENTAL ENGINEER			
0830 MECHANICAL ENGINEER			0858 BIOMEDICAL ENGINEER			0861 AEROSPACE ENGINEER			0871 NAVAL ARCHITECT			
0890 AGRICULTURAL ENGINEER			0892 CERAMIC ENGINEER			0893 CHEMICAL ENGINEER			0894 WELDING ENGINEER			
0896 INDUSTRIAL ENGINEER												

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Seattle-Tacoma-Bremerton, WA

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	1,446	1,695	1,945	2,194	2,443	2,692	2,942	3,191	3,440	3,689	
	Adjusted Salary	52,717	54,474	56,232	57,989	59,746	61,503	63,261	65,018	66,775	68,532	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	7,156	7,454	7,753	8,052	8,351	8,649	8,948	9,247	9,545	9,844	
	Adjusted Salary	63,184	65,289	67,395	69,501	71,607	73,712	75,818	77,924	80,029	82,135	

OCCUPATIONS

0801 GENERAL ENGINEER

0803 SAFETY ENGINEER

0804 FIRE PROTECTION ENGINEER

0806 MATERIALS ENGINEER

0807 LANDSCAPE ARCHITECT

0808 ARCHITECT

0810 CIVIL ENGINEER

0819 ENVIRONMENTAL ENGINEER

0830 MECHANICAL ENGINEER

0858 BIOMEDICAL ENGINEER

0861 AEROSPACE ENGINEER

0871 NAVAL ARCHITECT

0890 AGRICULTURAL ENGINEER

0892 CERAMIC ENGINEER

0893 CHEMICAL ENGINEER

0894 WELDING ENGINEER

0896 INDUSTRIAL ENGINEER

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Washington-Batlimore, DC-MD-VA-WV (Including St. Mary's County, MD)

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	1,197	1,438	1,679	1,920	2,161	2,402	2,643	2,884	3,125	3,366	
	Adjusted Salary	52,468	54,217	55,966	57,715	59,464	61,213	62,962	64,711	66,460	68,209	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	6,858	7,146	7,435	7,724	8,013	8,301	8,590	8,879	9,168	9,456	
	Adjusted Salary	62,886	64,981	67,077	69,173	71,269	73,364	75,460	77,556	79,652	81,747	

OCCUPATIONS

0801 GENERAL ENGINEER

0803 SAFETY ENGINEER

0804 FIRE PROTECTION ENGINEER

0806 MATERIALS ENGINEER

0807 LANDSCAPE ARCHITECT

0808 ARCHITECT

0810 CIVIL ENGINEER

0819 ENVIRONMENTAL ENGINEER

0830 MECHANICAL ENGINEER

0858 BIOMEDICAL ENGINEER

0861 AEROSPACE ENGINEER

0871 NAVAL ARCHITECT

0890 AGRICULTURAL ENGINEER

0892 CERAMIC ENGINEER

0893 CHEMICAL ENGINEER

0894 WELDING ENGINEER

0896 INDUSTRIAL ENGINEER

SPECIAL SALARY RATE TABLE

NUMBER 0414

FOR

SELECTED ENGINEERS

WORLDWIDE

Locality Pay Area of Rest of U.S.

Effective 9 January 2004

GRADE	Annual Rates for Steps (in dollars)											STEP INTERVAL
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
5	Basic	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	823
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	32,084	32,907	33,730	34,553	35,376	36,199	37,022	37,845	38,668	39,491	
7	Basic	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	1,019
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	39,738	40,757	41,776	42,795	43,814	44,833	45,852	46,871	47,890	48,909	
9	Basic	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	1,246
	Adjustment	0	0	0	0	0	0	0	0	0	0	
	Adjusted Salary	48,604	49,850	51,096	52,342	53,588	54,834	56,080	57,326	58,572	59,818	
11	Basic	51,271	52,779	54,287	55,795	57,303	58,811	60,319	61,827	63,335	64,843	1,508
	Adjustment	0	0	0	0	0	154	330	507	684	861	
	Adjusted Salary	51,271	52,779	54,287	55,795	57,303	58,965	60,649	62,334	64,019	65,704	
12	Basic	56,028	57,835	59,642	61,449	63,256	65,063	66,870	68,677	70,484	72,291	1,807
	Adjustment	4,548	4,759	4,971	5,183	5,395	5,607	5,818	6,030	6,242	6,454	
	Adjusted Salary	60,576	62,594	64,613	66,632	68,651	70,670	72,688	74,707	76,726	78,745	

OCCUPATIONS

0801 GENERAL ENGINEER

0803 SAFETY ENGINEER

0804 FIRE PROTECTION ENGINEER

0806 MATERIALS ENGINEER

0807 LANDSCAPE ARCHITECT

0808 ARCHITECT

0810 CIVIL ENGINEER

0819 ENVIRONMENTAL ENGINEER

0830 MECHANICAL ENGINEER

0858 BIOMEDICAL ENGINEER

0861 AEROSPACE ENGINEER

0871 NAVAL ARCHITECT

0890 AGRICULTURAL ENGINEER

0892 CERAMIC ENGINEER

0893 CHEMICAL ENGINEER

0894 WELDING ENGINEER

0896 INDUSTRIAL ENGINEER